

PROPOSED AMENDMENTS TO BOARD REGULATIONS RELATED TO RETURN FROM PARENTAL LEAVE FOR NON-REPRESENTED FACULTY

Background Information:

Under the current Board of Trustees Regulations articulated in Section II (Faculty and Administrative Employees), Subsection D (Benefits), 8 (Leave of Absence), the Board of Trustees approved a parental leave benefit in 2019, as recommended through the Presidential Commission on the Status of Women (PCSW) in 2018 and supported by President Freeman. The 2018-2022 United Faculty Alliance collective bargaining agreement provides faculty members in that bargaining unit with the additional benefit of returning from paid parental leave with a period of modified duties without a reduction in salary. This amendment serves to extend the same benefit to other non-represented faculty with regular appointments.

8. Leave of Absence

a. Military Service

Leave of absence for military service will be granted in accordance with the law and the provision that after completing the first period of military service, one year shall be given to make adjustments provided that a discharge is not characterized as RE-4 or dishonorable and that the faculty or administrative employee files with the president an intention to return within three months after receiving the discharge. The employee shall be returned to the staff with at least the same rank or classification and status as upon entry to military service.

b. Temporary Military Duty

A leave of absence shall be granted for temporary military duty to any faculty or administrative employee who is a member of the Illinois National Guard, the Illinois Naval Militia, or the reserve components of the Armed Forces called for Limited Training and/or Emergency Call-Up.

(1) Limited Training

Leave with full pay for Limited Training will not exceed standards established by federal or state regulations for training activities required to maintain standing in the above military units. In the event the Limited Training is requested by the employee but not required by military authorities, the employee may be granted leave without pay by special permission of the president or designee.

(2) Emergency Call-Up

Leave with pay for Emergency Call-Up will continue for the duration of the call-up, but is not to exceed thirty calendar days. Temporary active duty shall not be deducted from the time allowed for regular military training periods.

(3) Leave Without Pay

In the event the required annual Limited Training is extended beyond fifteen days or the Emergency Call-Up beyond thirty days, the employee will be granted leave without pay for such additional days.

(4) Special Military Leaves of Absence Authorized by Statute or Executive Order

Military leaves of absence will be granted in accordance with applicable Illinois statutes and executive orders issued by the State of Illinois in response to emergency situations and military operations.

c. Bereavement Leave

Upon request, a faculty or administrative employee shall be granted, without loss of salary, bereavement leave of up to three work days due to the death of a member of his or her immediate family or household and one work day due to the death of a relative outside the immediate family or household. Such coverage shall include party to a civil union and the dependents of party to a civil union. Leaves beyond these amounts may be approved under special circumstances. However, such additional leave will normally be charged to applicable paid leave benefits. Substantiation of the reason for bereavement leave may be required.

d. Jury Duty

Upon request, a leave of absence without loss of pay shall be granted for jury duty service. An eligible employee may be granted a leave of absence without loss of pay for witness service.

e. Educational Leave

Faculty or administrative employees may be granted an educational leave with pay for advanced study upon recommendation by the president and approval by the Board. Educational leave without pay may be authorized by the president. The president or designee may establish reasonable rules for the granting of educational leave.

f. Other Leaves Without Pay

Faculty and administrative employees are not entitled to leaves of absence as a matter of right. The president or designee should weigh carefully the benefits and the disadvantages of each individual request for leave of absence without salary for personal cause and shall authorize only those requests that meet the following conditions:

- (1) There is assurance that the vacated position can either be absorbed or that a suitable replacement can be secured.*
- (2) The university will benefit by the experience gained by the person on leave.*

g. Disaster Relief - Volunteer Services

Leaves of absence will be granted for volunteer services related to disaster relief in accordance with applicable Illinois statutes or executive orders issued by the State of Illinois in response to emergency situations.

h. Parental Leave

Subject to the approval of Human Resource Services, twenty-five (25) paid work days are provided for continuous parental leave for the birth or adoption of a child or assuming the responsibility for a foster child, when the employee is the primary or coequal caregiver for the child. Whenever possible, advance notice of the need for the leave shall be provided. Parental leave shall be utilized within 12 months of the date of birth or adoption of the child and will run concurrent with Family Medical Leave (FMLA). This is intended to replace the existing twenty (20) working days of nonaccumulative leave in 6b. above

Proposed Action: The University recommends the Board of Trustees approve this addition to the Board of Trustees Regulations Section II.D.8.h:

During the period following the birth or adoption of a child, upon request of the faculty member with regular appointment not represented in a collective bargaining agreement who is the primary or coequal caregiver for the child, the university shall grant a period of modified duties without a reduction in salary. Faculty members with regular appointment not represented in a collective bargaining agreement completing any continuous paid parental leave of absence before a semester concludes will be granted modified duties status for the remainder of that semester and will be granted modified duties status in the subsequent semester. A grant of modified duties is in addition to, and does not affect, any FMLA or other leave to which the faculty member is entitled. Faculty members represented in a collective bargaining agreement are subject to terms of that collective bargaining agreement.

Recommendation: The University recommends that the Board of Trustees approve the request to amend the Board of Trustees Regulations Section II.D.8.h. as presented above.